

TERRY E. BRANSTAD
GOVERNOR

OFFICE OF THE GOVERNOR

KIM REYNOLDS
LT. GOVERNOR

October 8, 2012

K. Brian London
Iowa Department of Public Safety
215 E. 7th Street
Des Moines, IA 50319

Dear Mr. London:

We are pleased to confirm the offer extended you to join the Department of Public Safety in the position of Commissioner of Public Safety. Your employment started October 8, 2012.

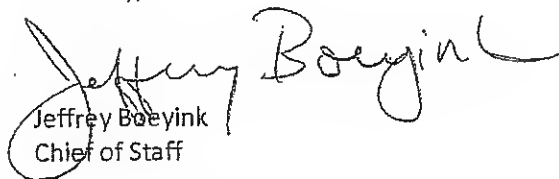
Your starting salary for this full-time, at-will position is \$128,890 per year. Since this salary is the top of the pay range for your position, we are approving a \$16,110 recruitment bonus effective at the time of hire. This will bring your total annual compensation to \$145,000. The recruitment bonus will be paid out in 26 installments, the first 25 installments at \$619.62 and the last one at \$619.70.

In accordance with Iowa Administrative Rule 53.9(5), as a condition of receiving recruitment pay, you are required to sign an agreement to continue employment for a specified period of time following receipt of payment. A 12-month period of time has been deemed commensurate with the amount of payment you will receive. If you terminate for cause or voluntarily leave state employment you will be required to repay the proportionate amount of the payment for the time remaining. This will be recouped from your final paycheck.

You will be paid on a bi-weekly basis and wages are subject to normal withholding. You will receive your first paycheck on October 19, 2012 which will include wages for October 8, 2012 through October 11, 2012. You will be eligible to participate in a comprehensive benefits program which includes medical and dental insurance, life and long-term disability, a Flexible Spending Account, Deferred Compensation, paid holidays, annual leave and sick leave, and IPERS (Iowa Public Employees Retirement System).

We look forward to working with you on our team. Please let me know if you have any questions or concerns.

Sincerely,


Jeffrey Boeyink
Chief of Staff

C. Personnel File

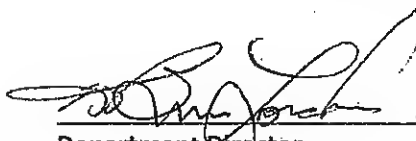
STATE OF IOWA
EXECUTIVE BRANCH

AGREEMENT FOR RECOUPING RECRUITMENT AND RETENTION PAYMENTS

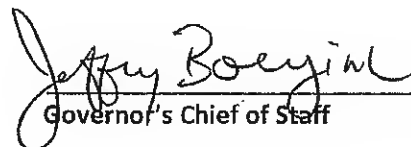
Agreement:

As a condition of receiving a recruitment payment in the amount of \$16,110, I K. Brian London agree to accept employment with the Department of Public Safety for a 12-month period following receipt of the initial recruitment payment. In the event that I voluntarily terminate, or if I am terminated for just cause with the Department of Public Safety prior to the expiration of the 12-month period, I will repay the above amount to the Department, prorated by dividing the amount received (\$16,110) by the number of months (12) and then multiplied by the number of months remaining in the period I agree to remain employed. If my employment is continued with the State, but in another department, the repayment will be subject to a repayment schedule approved by the Governor's Chief of Staff. If I am no longer employed by the State, the repayment will be recouped from my final paycheck, and any remaining balance will be subject to a repayment schedule approved by the Governor's Chief of Staff.

I UNDERTAND AND AGREE THAT NOTHING HEREIN SHALL BE CONSTRUED AS A CONTRACT OR PROMISE OF CONTINUED EMPLOYMENT, OR NEGATE, IF APPLICABLE, MY AT-WILL EMPLOYMENT STATUS.



Department Director 10/9/12 Date



Governor's Chief of Staff 10-8-12 Date